

# Articles

## Four Basic Styles of Pastoral Leadership

by **Barry Campbell**

### The player-coach style

They never ask their people to do anything they wouldn't do themselves. They are on the team. These pastors are participants in all the processes that the church uses to reach people and see them transformed. They are participants, but they are also very much leaders. These player-coach leaders develop strong loyalties from their members. The people they are leading tend to see the church as a team.

### 2. The delegating style

They develop members of the team to the point that they can be trusted, and then they delegate significant matters to church staff members or lay leaders who are capable of handling the assigned tasks. These delegating leaders are still strong leaders, but they are able to back away from some of the details and trust others to do those things that they are capable of doing.

### 3. The directing style

Their style is to give specific instructions and then supervise closely. Directing leaders make many decisions themselves, sometimes with little input from others. They are strong leaders. They accomplish much with this very efficient style of leadership.

### 4. The combination style

At times, a player/coach pastor allows directional leadership to come from a strong staff member. This allows the pastor to remain a player-coach leader, while still having directional leadership in the church. A player-coach type leader might occasionally be a more directional type leader in certain situations. Pastors of growing churches [feedback](#) desire for their churches to grow; they also desire their own growth as leaders. They read books on leadership, attend conferences, or talk with one another about leadership styles.

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